

October 11, 2002

DISCRIMINATION BASED ON STATUS AS A PARENT

1. PURPOSE: This Veterans Health Administration (VHA) Directive issues policy prohibiting discrimination within the Agency on the basis of an individual's status as a parent.

2. BACKGROUND: Executive Order 11478 of 1969, prohibits discrimination in Federal employment. On May 2, 2000, Executive Order 13152 was issued "in order to provide for a uniform policy for the Federal Government to prohibit discrimination based on an individual's status as a parent." VA employees should be able to perform their jobs in workplaces free from discrimination, including intentional discrimination based upon status as a parent. A person's status as a parent should not be the basis for the denial of a job or promotion.

3. POLICY: It is VHA policy to provide an equal opportunity to all of its employees and applicants for employment.

4. ACTION: VHA Key officials are responsible for ensuring the protection of parents in the workplace through the procedures provided for in Executive Order 11478, and to appropriately process allegations of discrimination on the bases of race, color, religion, sex, national origin, handicap, age, and sexual orientation, and status as a parent.

5. REFERENCES

a. Executive Order 13152, Addressing Discrimination Based on Status as a Parent in Federal Civilian Employment.

b. Executive Order 11478 of 1969.

c. Guidance on Executive Order 13152, see web site: <http://vhacoweb1.cio.med.va.gov/eo/>

6. FOLLOW-UP RESPONSIBILITY: The Director, Management Support Office, Equal Employment Opportunity (EEO) and Affirmative Employment Team (10A2E), is responsible for the contents of this Directive.

7. RESCISSIONS: None. This VHA Directive expires on October 31, 2007.

S/ Nevin M. Weaver for
Robert H. Roswell, M.D.
Under Secretary for Health

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THIS VHA DIRECTIVE EXPIRES ON OCTOBER 31, 2007